Bargaining Update
February 2014

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In February 2014, Mediation Services received settlement information regarding 51 bargaining relationships encompassing 12,040 employees. There were 22 private sector and 29 public sector settlements, covering 7,484 and 4,556 employees respectively.

In January 2014, approximately 405,300 Albertans were covered by union agreements. Alberta's union coverage rate was 21.59% while nationwide the union coverage rate was 30.77%.*

Mediation Services - Who We Are

Mediation Services is a branch of the Safe, Fair and Healthy Workplaces division of Alberta Jobs, Skills, Training and Labour. Under the Labour Relations Code, the Director of Mediation Services is responsible for appointing mediators to collective bargaining disputes between employers and unions. In Alberta, the parties to a labour dispute must go through the mediation process before they can exercise their right to strike, lockout or access a dispute resolution tribunal. Mediation Services also appoint arbitrators to grievance arbitrations when the parties are unable to agree to one.

All collective agreements under the Labour Relations Code and the Police Officers Collective Bargaining Act must be filed with the Director of Mediation Services. The information from these agreements is used to produce publications and wage related statistics. Please contact Mediation Services to inquire about customized reports. Our website is: http://work.alberta.ca/labour/172.html

Applications for Mediation Received in 2013

Sector	Applications	Employees
Public Sector	52	7,273
Private Sector	63	22,269
Total	**115**	**29,542**

Applications for Mediation Received in 2013 – By NAICS

NAICS	Applications	Employees
Accommodation and Food Services	8	638
Administrative and Support, Waste Management and Remediation Services	3	441
Arts, Entertainment, and Recreation	2	330
Construction	2	80
Educational Services	11	2,159
Health Care & Social Assistance	28	3,927
Manufacturing	24	4,544
Mining & Oil & Gas Extraction	1	560
Other Services (except Public Administration)	4	488
Public Administration	8	500
Real Estate & Rental & Leasing	1	105
Retail Trade	6	11,684
Transportation & Warehousing	7	1,084
Utilities	5	687
Wholesale Trade	5	2,315
Total	**115**	**29,542**

For further information, contact:
Collective Bargaining Information Services
Alberta Jobs, Skills, Training and Labour, Mediation Services
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Construction				
Ledcor Construction CLAC Local 63	120	24	2016-01-31	1st year 2.82% 2nd year Wage Reopener
Process Plant Constructors CLAC Local 63	120	32	2016-08-15	1st year 0% 2nd year Wage Reopener
Quinn Construction Quinn Construction Employees' Association	537	24	2016-01-31	1st year 3.89% 2nd year Wage Reopener
Various Employers National Maintenance Council	5,400	36	2015-12-31	1st year 2.0% 2nd year Wage Reopener 3rd year Wage Reopener
Educational Services				
Elk Island Catholic Separate Regional Division No. 41 Unifor Local 71	148	36	2015-08-31	1st year 0% 2nd year 0% 3rd year 9%
Holy Spirit Roman Catholic Separate Regional Division No. 4 CUPE Local 1825	185	60	2017-08-31	1st year-3rd year 0% 4th year 2% 5th year 2%
SAIT SAIT Academic Faculty Association	660	48	2017-06-30	1st year 3.36% 2nd year 3.25% 3rd year 3.15% 4th year 3.05% Additional pay step added to Salary Schedule in each year of the new agreement
Health Care & Social Assistance				
Intercare – Brentwood, Chinook, Southwood CUPE Local 8	800	24	2015-06-30	HCA / LPN / GSS 1st year 2.5% / 6% / 1% 2nd year 3.0% / 3% / 2%
Information & Cultural Industries				
Yellow Pages Group – Sales IBEW Local 2228	112	24	2015-12-31	1st year 2.61% 2nd year 2.00%
Manufacturing				
Owens Corning Canada Unifor Local 728A	113	48	2017-07-31	1st – 4th year 2%
Suncor Energy Products, Edmonton Refinery Unifor Local 501A	274	31	2016-01-31	1st year 3.25% 2nd year 3.50% 3rd year 3.75%
Utilities				
ATCO Gas & Pipelines, Pipeline Division Natural Gas Employees' Association	200	24	2015-12-31	1st year 3.5% 2nd year 3.5%
Wholesale Trade				
Buy-Low Foods CLAC Local 56	100	48	2016-12-31	1st year $0.30 2nd year $0.45 3rd year $0.45 4th year $0.45
Sobeys Capital Teamsters Local 987	111	60	2018-09-15	1st year 3.0% 2nd year 3.0% 3rd year 3.0% 4th year 3.0% 5th year 3.0%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
Buffalo Metis Catering	UFCW Local 401	1,190	2013-12-31
Arts, Entertainment, & Recreation			
Casino Calgary	CUPE Local 4655	302	2013-08-24
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education, Support Staff	CUPE Local 2559	280	2012-08-31
Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2013-08-31
Lethbridge School District No. 51	CUPE Local 2843	367	2012-08-31
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Health Care & Social Assistance			
Alberta Health Services	UNA	24,000	2013-03-31
Covenant Health - St. Therese Villa	AUPE	145	First Agreement
Good Samaritan Society Group Homes	AUPE	123	2012-06-30
Manufacturing			
AltaSteel	Steelworkers Local 5220	270	2013-07-31
Cavendish Farms – Potatoes	UFCW Local 401	98	2013-02-28
Mining & Oil & Gas Extraction			
SunHills Mining, High Vale Mine	Steelworkers Local 1595	560	2013-03-31
Public Administration			
City of Calgary	IAFF Local 255	1,240	2010-12-31
City of Calgary	ATU Local 583	2,800	2014-01-05
City of Edmonton	IAFF Local 209	1,112	2010-12-18
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Red Deer	IAFF Local 1190	185	2010-12-31
Government of Alberta	AUPE	20,660	2013-03-31
Real Estate & Rental & Leasing			
Aviscar	UFCW Local 401	105	2013-05-31
Utilities			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
ENMAX Corporation	CUPE Local 38	700	2013-12-31

Recent Settlements in Other Jurisdictions

Public Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Health Employers Association of British Columbia Health Science Professionals Bargaining Association *Industrial Relations Bulletin* (BC), 46(1) Dec.-Jan. 2014.	16,660	60	2019-03-31	1st year 0.0% 2nd year 1.0% 3rd year 1.5% 4th year 1.5% 5th year 1.5%
BC Public Service Agency British Columbia Government & Service Employees' Union *Industrial Relations Bulletin* (BC), 46(1) Dec.-Jan. 2014.	25,000	60	2019-03-31	1st year 0.0% 2nd year 1.0% 3rd year 1.5% 4th year 1.5% 5th year 1.5% Increases on Feb 1, 2016, 2017, 2018 and 2019 also contain the Economic Stability Dividend.
Manitoba				
City of Winnipeg Winnipeg Association of Public Service Officers *Canadian Labour Reporter*, Feb. 18, 2014.	640 Administrative	48	2015-10-11	1st year NA 2nd year 1.0% 3rd year 2.5% 4th year 2.5%
Newfoundland and Labrador				
Government of Newfoundland and Labrador Newfoundland & Labrador Association of Public & Private Employees *Canadian Labour Reporter*, Feb. 18, 2014.	3,470	48	2016-03-31	1st year 0.0% 2nd year $1400 lump sum 3rd year 2.0% 4th year 3.0%
Ontario				
University of Western Ontario University of Western Ontario Staff Association *Canadian Labour Reporter*, Feb. 10, 2014.	1,000	48	2017-06-30	1st year 1.50% plus $750 2nd year 1.25% 3rd year 1.00% 4th year 1.00%

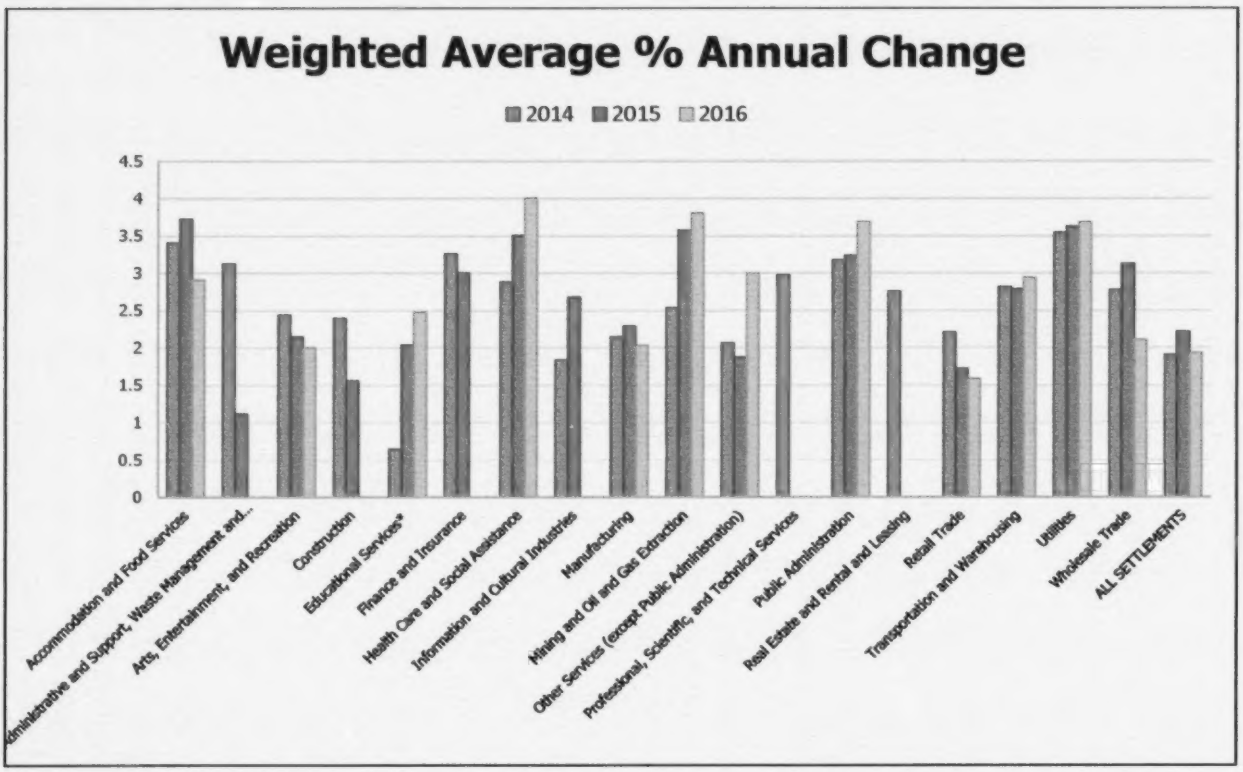
Private Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Canadian Forest Products Ltd. (Canfor) United Steelworkers local 1-424 *Industrial Relations Bulletin* (BC), 46(1) Dec.-Jan. 2014.	1,500	60	2018-06-30	1st year 3.0% 2nd year 2.0% 3rd year 2.5% 4th year 2.5% 4th year 3.0%
Quebec				
IKEA Federation du Commerce *Canadian Labour Reporter*, Feb 24, 2014.	310	36	2015-12-31	1st year 1.5% 2nd year 2.0% 3rd year 2.0%
Saskatchewan				
Saskatchewan Transportation Company ATU Local 1374 *Canadian Labour Reporter*, Feb 18, 2014.	230	48	2016-12-31	1st year 2.00% 2nd year 1.50% 3rd year 1.75% 4th year 1.75%

Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

Wage data reflects the average yearly% change taking effect in the indicated year.

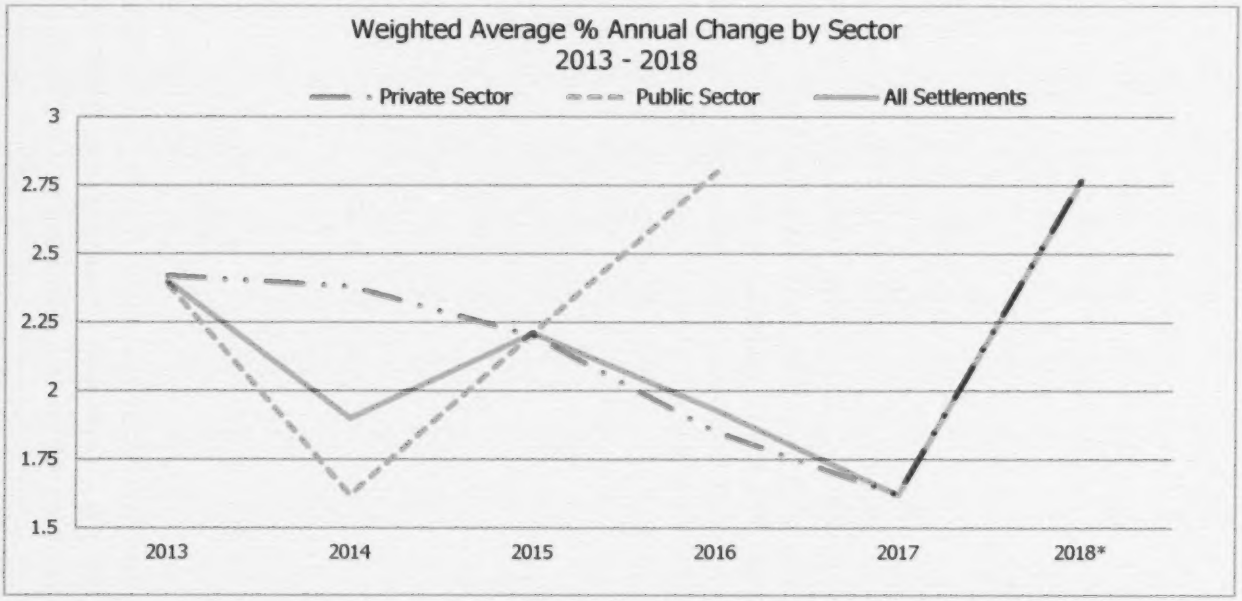
	2014			2015			2016		
Industry Sector	**CBAS**	**Employees**	**% Change**	**CBAS**	**Employees**	**% Change**	**CBAS**	**Employees**	**% Change**
Accommodation and Food Services	13	1,185	3.40	10	530	3.72	1	136	2.91
Administrative and Support, Waste Management and Remediation Services	6	485	3.12	4	105	1.11	1	53	0.00
Arts, Entertainment, and Recreation	17	2,316	2.43	4	679	2.14	1	16	2.00
Construction	33	8,190	2.39	7	2,509	1.55			
Educational Services	107	53,018	0.64	84	35,632	2.03	5	1,110	2.47
Finance and Insurance	1	55	3.25	1	55	3.00			
Health Care and Social Assistance	69	28,508	2.88	21	1,430	3.50	1	133	4.00
Information and Cultural Industries	16	927	1.83	5	512	2.67			
Manufacturing	99	13,513	2.14	59	8,816	2.28	19	4,324	2.03
Mining and Oil and Gas Extraction	18	4,786	2.53	6	710	3.57	2	575	3.80
Other Services (except Public Administration)	12	349	2.06	5	130	1.87	1	14	3.00
Professional, Scientific, and Technical Services	2	1,655	2.97						
Public Administration	61	4,901	3.17	18	1,571	3.23	2	160	3.69
Real Estate and Rental and Leasing	1	20	2.75						
Retail Trade	15	12,256	2.20	6	11,718	1.72	3	8,744	1.58
Transportation and Warehousing	25	2,620	2.81	14	1,602	2.78	1	73	2.94
Utilities	20	4,439	3.54	14	2,348	3.62	3	100	3.68
Wholesale Trade	18	3,751	2.77	15	3,602	3.12	7	1,018	2.10
All Settlements	**533**	**142,974**	**1.9**	**273**	**71,949**	**2.21**	**47**	**16,456**	**1.93**



Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2018

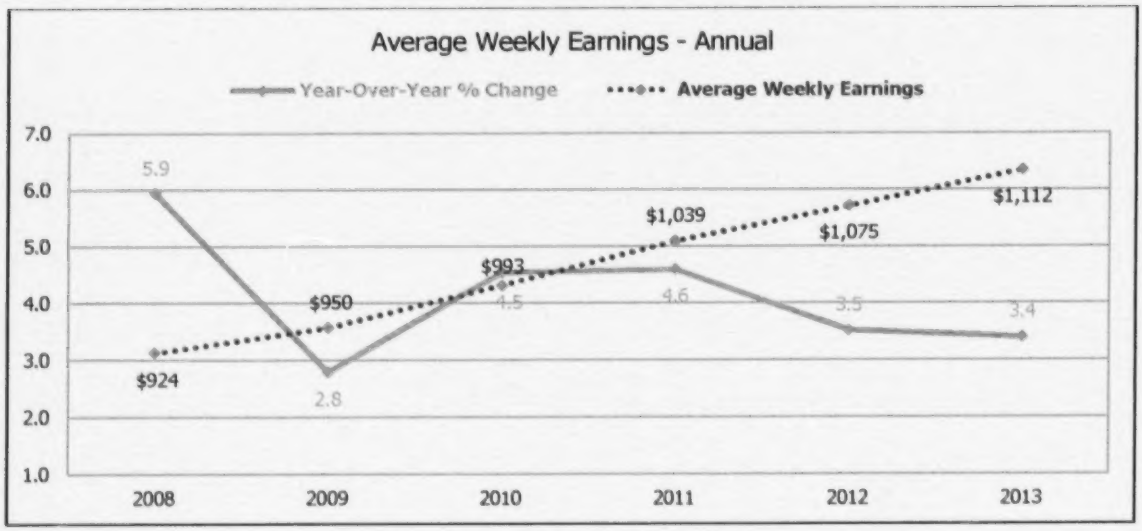
Wage data reflects the average yearly % change taking effect in the indicated year.

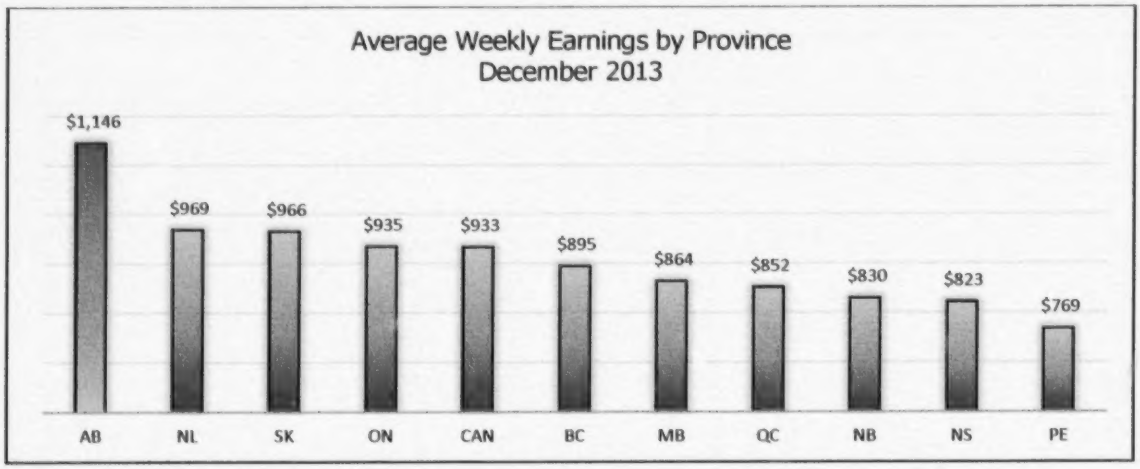
	Sector	Agreements	Employees	Weighted Average % Annual Change
	Private Sector	480	131,242	2.42
2013	Public Sector	437	170,343	2.39
	All Settlements	**917**	**301,585**	**2.4**
	Private Sector	264	51,753	2.38
2014	Public Sector	269	91,221	1.62
	All Settlements	**533**	**142,974**	**1.9**
	Private Sector	137	31,343	2.2
2015	Public Sector	136	40,606	2.21
	All Settlements	**273**	**71,949**	**2.21**
	Private Sector	35	14,937	1.85
2016	Public Sector	12	1519	2.8
	All Settlements	**47**	**16,456**	**1.93**
	Private Sector	10	9,300	1.62
2017	Public Sector	0	0	0
	All Settlements	**10**	**9,300**	**1.62**
	Private Sector	2	96	2.77
2018*	Public Sector	0	0	0
	All Settlements	**2**	**96**	**2.77**



Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

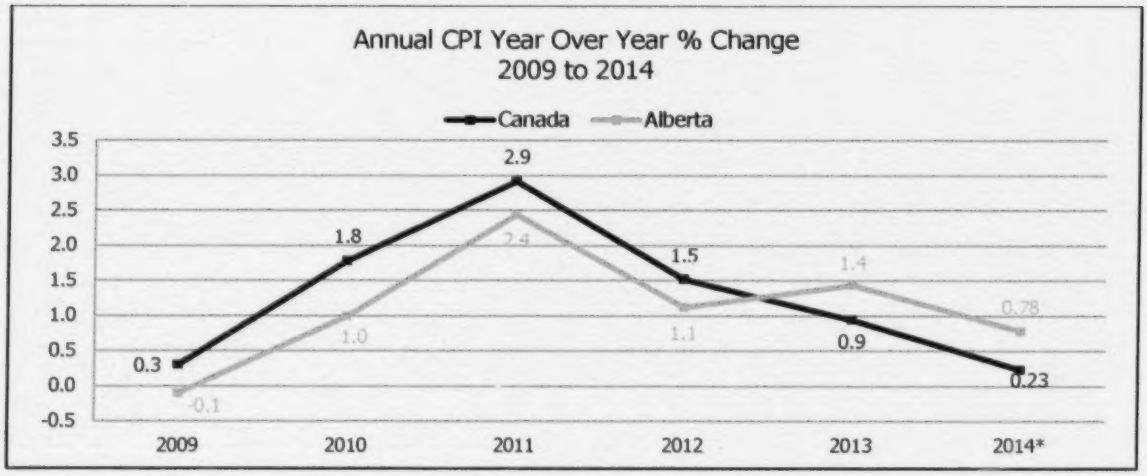
Average Weekly Earnings Alberta (AWEA)*

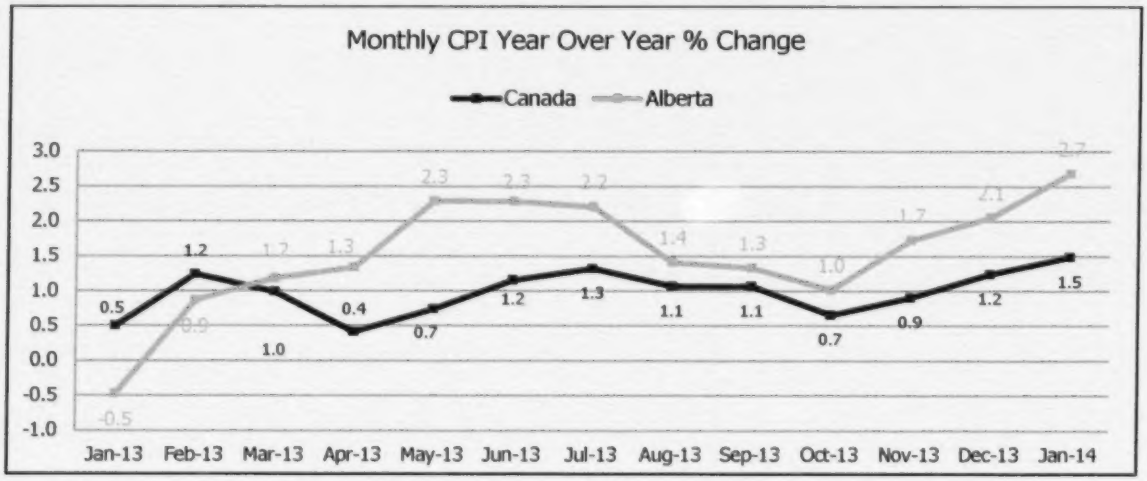


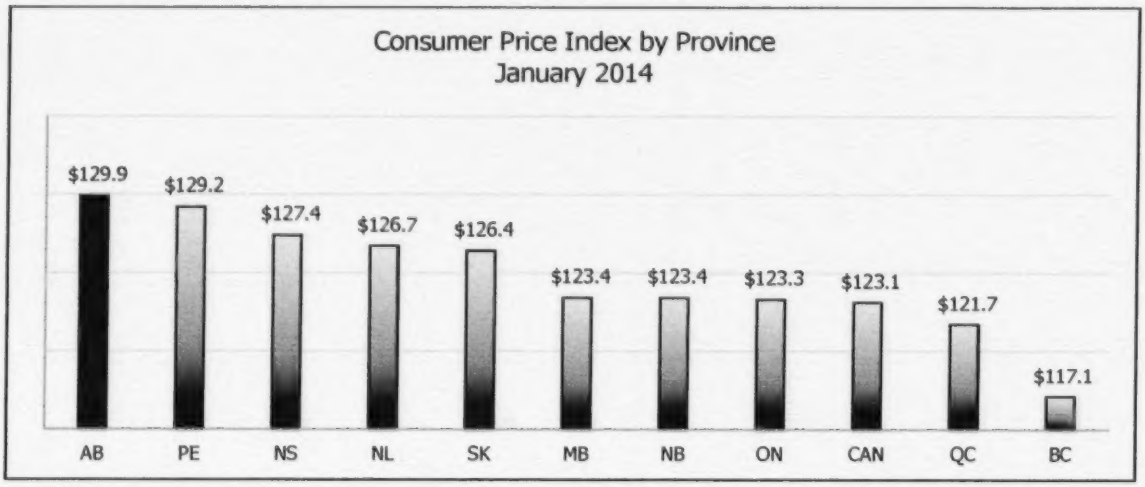


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







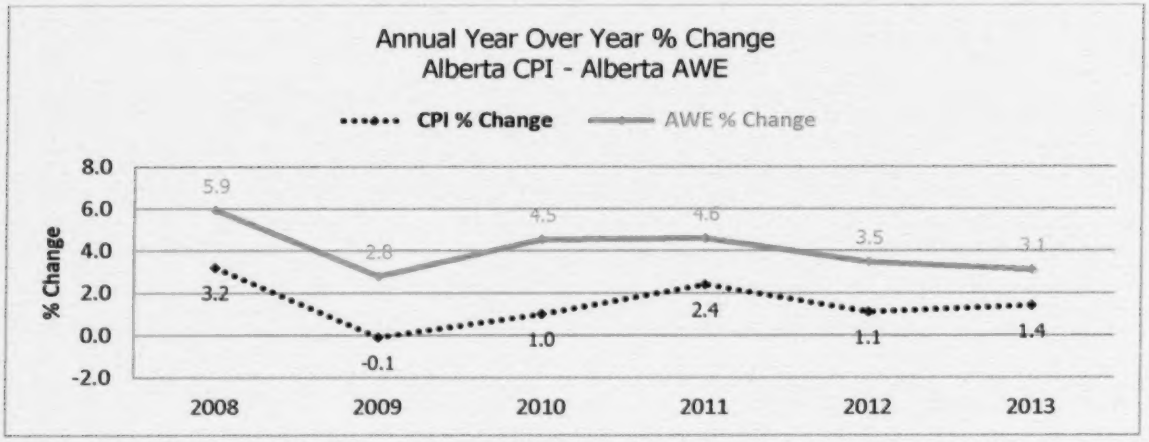
*Year to date – Graph data available upon request.

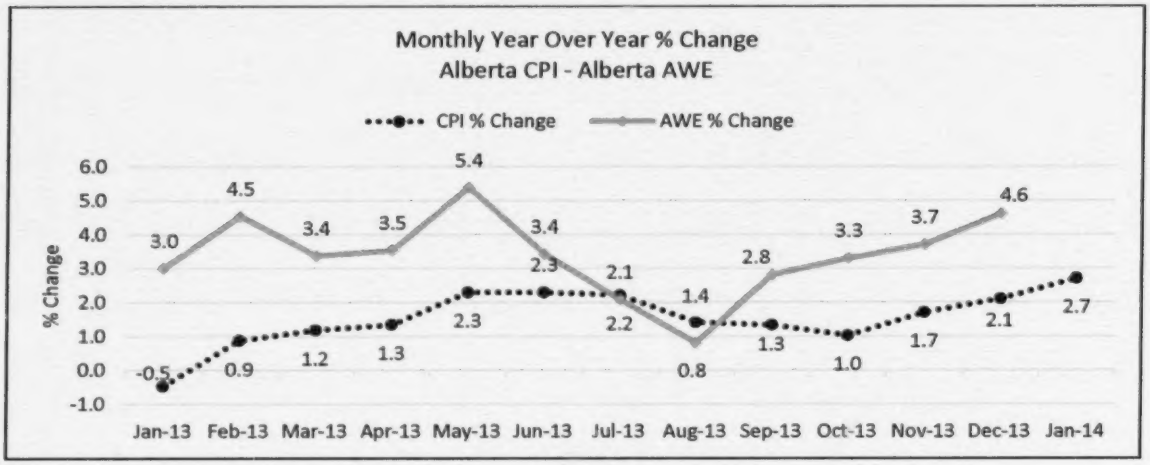
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Jan 13	121.3	0.5	126.5	-0.5	126.8	-0.4	126.3	-0.3
Feb 13	122.7	1.2	127.7	0.9	128.0	0.9	127.5	1.0
Mar 13	122.9	1.0	128.1	1.2	128.3	1.0	127.9	1.3
Apr 13	122.7	0.4	128.7	1.3	129.0	1.3	128.5	1.4
May 13	123.0	0.7	129.5	2.3	129.7	2.1	129.3	2.5
Jun 13	123.0	1.2	129.8	2.3	130.0	2.2	129.7	2.5
Jul 13	123.1	1.3	129.6	2.2	129.5	1.9	129.6	2.5
Aug 13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
Sep 13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct 13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov 13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1

Average Weekly Earnings													
	Dec 12	Jan 13	Feb 13	Mar 13	Apr 13	May 13	Jun 13	Jul 13	Aug 13	Sep 13	Oct 13	Nov 13	Dec 13
AWE $	$1,095.14	$1,083.82	$1,099.51	$1,098.08	$1,099.83	$1,119.34	$1,104.47	$1,103.08	$1,110.83	$1,114.41	$1,126.96	$1,134.55	$1,145.63
AWE %	4.32	3.00	4.53	3.37	3.53	5.38	3.42	2.08	0.77	2.81	3.33	3.97	4.61

*Year to date – Graph data available upon request.

[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Employer Name Listing

ASBA –Alberta School Boards Association
AHS – Alberta Health Services

GPMC – General Presidents' Maintenance Committee for Canada
CLR – Construction Labour Relations

Union Name Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see **Unifor**

CEP[Communications, Energy and Paperworkers Union] see **Unifor**

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

Glass Workers – Aluminum, Brick and Glass Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing

Resource List

Other Alberta labour market resources:

- Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
- Alberta Chamber of Commerce
- Alberta Economic Reviews (contains key economic indicators, updated monthly)
- Alberta Employment and Immigration Labour Market reports
- Alberta Labour Force Statistics
- Alberta Regional Labour Market News
- Alberta Learning Information Service (ALIS)
- City of Edmonton Economic Statistics
- City of Calgary Economic Reports
- Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:

- Newfoundland/Labrador
- Ontario
- Manitoba (various research resources)
- Saskatchewan Mediation
- British Columbia CBA listing
- British Columbia Bargaining Database

Federal Organizations:

- Human Resource and Social Development Canada (HRSDC)
- Canadian Labour Congress (CLC)
- Negotech (Federal CBA search page)
- Federal Public Service CBA listings
- University of Toronto resources (various labour relations resources)

International:

- United States Department of Labor Contracts Database

Please note: These links are available online at http://humanservices.alberta.ca/working-in-alberta/6484.html